

STAFF INTERACTION WITH STUDENTS

Staff members are expected to be sensitive to the appearance of impropriety in their conduct with students. Staff shall discuss with their building administrator or supervisor whenever they are uncertain whether conduct such as in the following examples would be considered a violation of this policy:

- Inviting or allowing students to visit the staff member's home;
- Visiting a student's home, unless on official school business;
- Maintaining personal contact with a student outside of school by telephone, letters or any electronic format, including social media; (beyond homework or other legitimate school business);
- Socializing or spending time with students outside of school-sponsored events except as participants in organized community activities;
- Transporting students to or from home on a regular basis.

The following examples are provided to assist in the understanding of the Board's intent in its expectations of staff when interacting with students. The examples provided are not considered to be all inclusive.

Prohibited Conduct

Examples of unacceptable conduct between staff and students that is expressly prohibited include, but are not limited to, the following:

- Any type of sexual or inappropriate physical contact with students or any other conduct that violates the Harassment Policy (GBAA).
- Meeting with a student outside the school grounds without prior notice to the Principal and the student's parents or guardians except for school sponsored activities.
- Singling out a particular student or students for inappropriate personal attention and friendship beyond the usual staff-student relationship.
- A staff member sharing inappropriate personal, family, or work issues beyond the usual staff-student relationship.
- Asking or encouraging students to keep specific information or incidents from their parents.

Accomplish Anything

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- Engaging in sexual banter, allusions or innuendo with students.

Violation of this policy will lead to discipline up to and including termination.

Reporting Violations

Students and/or their parents/guardians are strongly encouraged to notify the Principal or Superintendent if they believe a staff member may have engaged or is engaging in conduct that may violate this policy.

Any employee, who has reason to believe that another employee is inappropriately involved with a student, as described above, is required to report this information to the appropriate authorities.

An employee who fails to inform the appropriate authorities, Principal or Superintendent of a suspected inappropriate relationship between an employee and a student may be subject to disciplinary action. Violations involving sexual or other abuse will also result in referral to the Winnipeg Police Service or Child and Family Services.

— *Accomplish Anything* —

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